

The 4E's of Anti-racist practice. A framework

Embrace all children's racial, cultural and religious backgrounds, especially when they differ from your own.

Embed a culture of belonging and value amongst practitioners and children.

Ensure that your practice is culturally sensitive and places the child as the expert of their cultural, racial and religious identity.

Extend learning opportunities for the child by showing interest, expanding conversations and using diverse resources.



What is racism ?

Racism is not just about harmful and offensive language used to dehumanise, discriminate, oppress and marginalise people of the Global Majority (Campbell-Stephens, 2003) but it is also about the subtle and explicit ways that prejudice plus social and institutional power is used to normalise this behaviour.

What is anti-racist practice ?

Anti-racist practice in education is about making consistent, intentional and conscious choices to challenge racism and disrupt the many ways that it shows up in our practice and its presence within the systems and structures of the education sector.

**“WE DON’T SEE
COLOUR HERE! ALL
OF OUR CHILDREN
ARE THE SAME TO
US”**

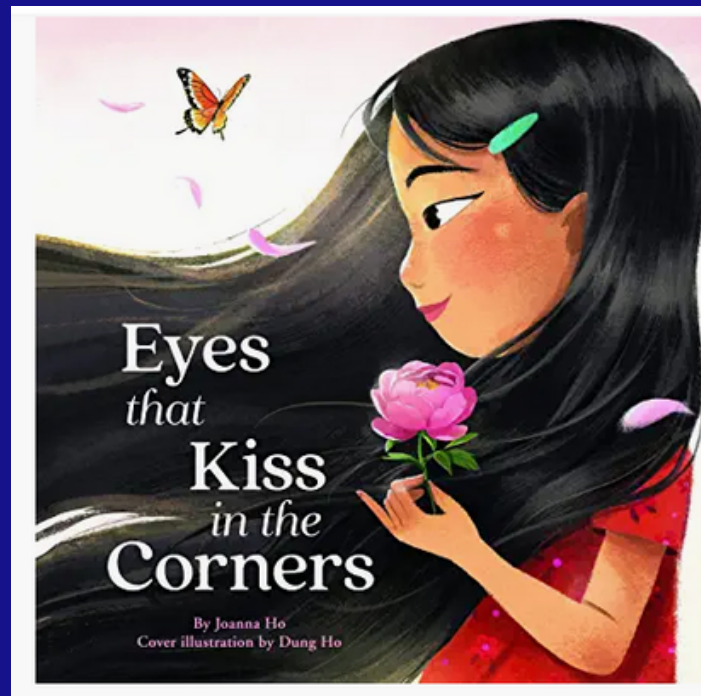
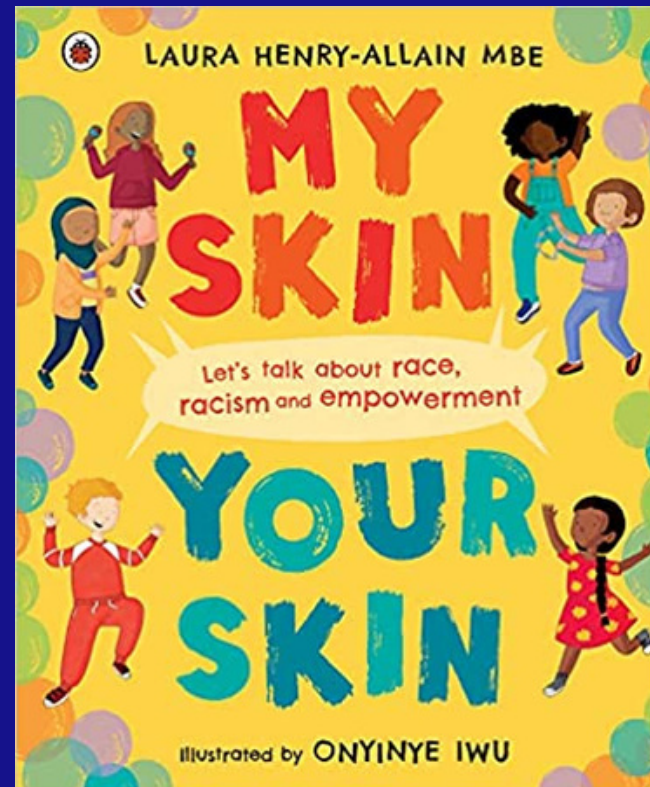
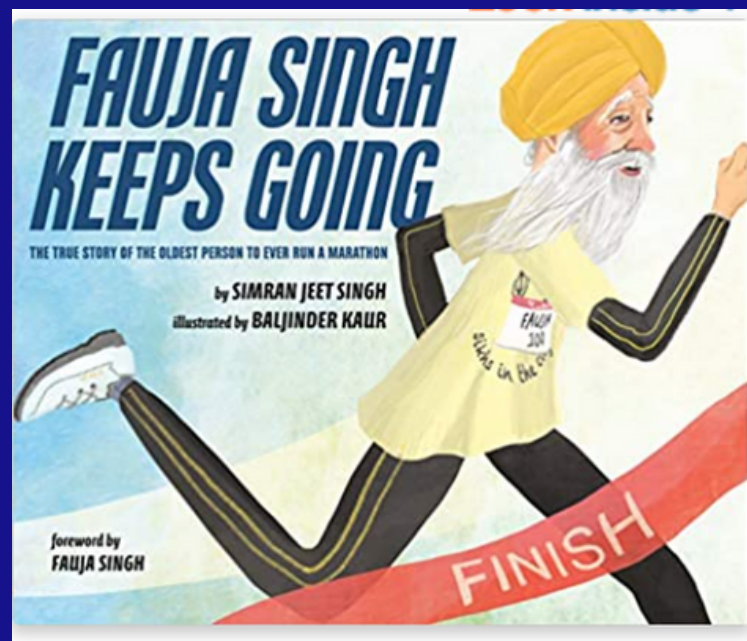
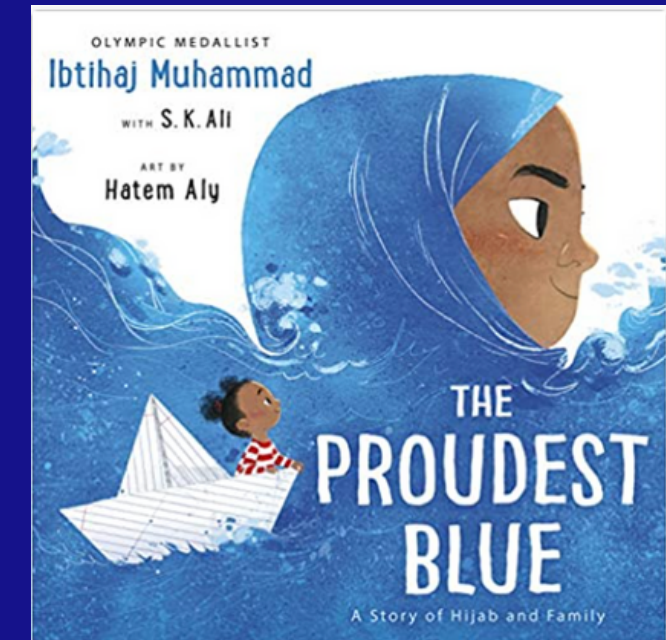
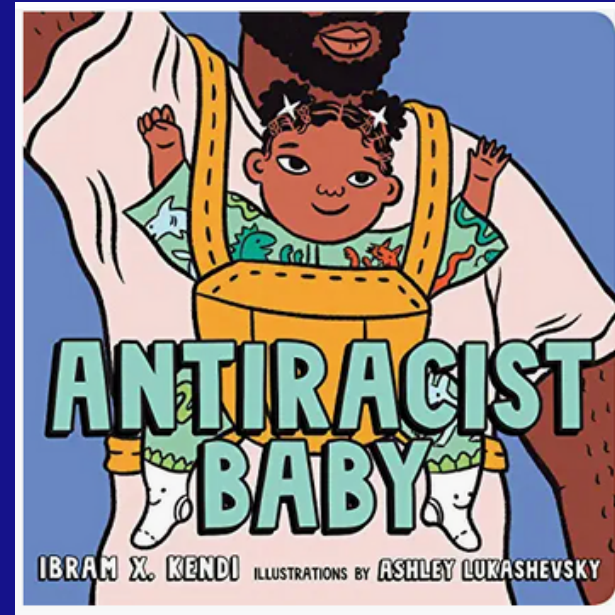
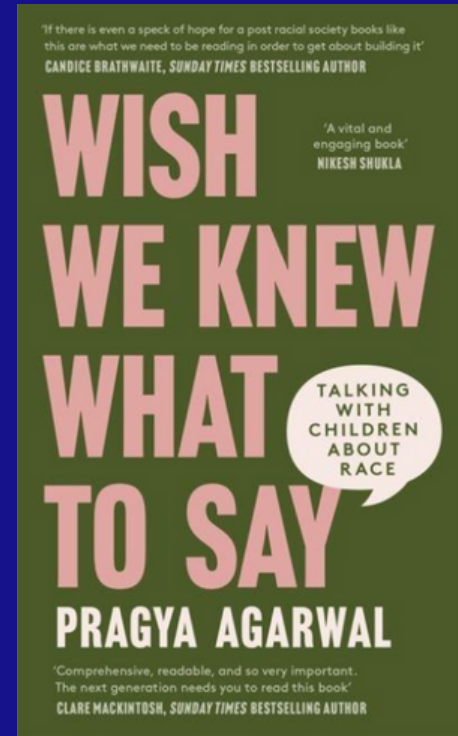
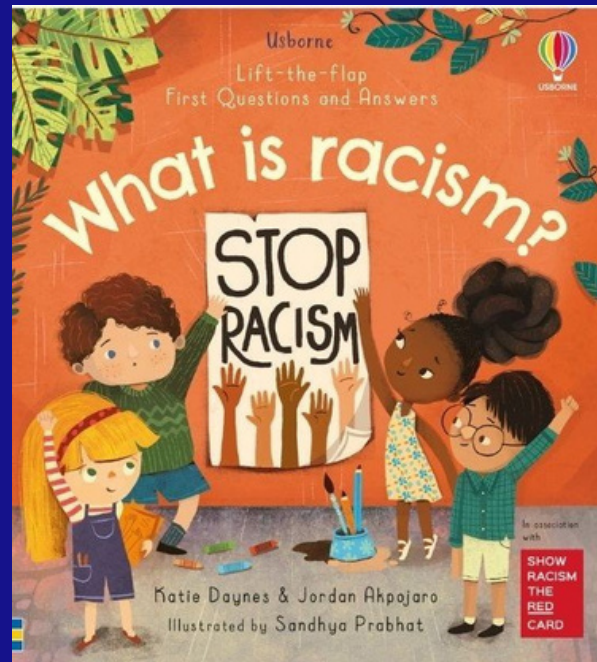
To say that you do not see colour is to say...

- that you do not see the child nor would you be able to recognise or acknowledge the very real impact of racism for that child.
- that you have no awareness of the diversity of people.
- that you have the privilege of not having to consider how the colour of somebody's skin has a direct impact on how they navigate their life.



**IMPACT OVER
INTENTION.**

Books to support you talking to children about race





What is in your hairdressing area ?

- Afro Combs
- Wide tooth combs
- Silk bonnets and scarves
- Empty bottles shampoo, conditioner and oils
- Shower caps
- Display images taken directly from Black hair magazines to display in that area. Be conscious not to only display mixed and light skinned Black people with one type of hair texture.





What is in your kitchen area ?

Empty containers of :

- All purpose seasoning
- Thyme
- Chicken seasoning
- Soy Sauce
- Cock soup mix
- Rice noodles
- Garam Masala
- Curry leaves
- Coconut Milk



Further reading...

